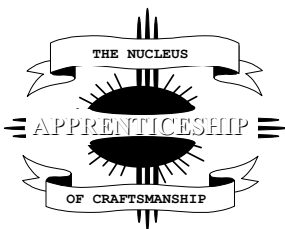




STANDARDS OF APPRENTICESHIP
adopted by

INLAND NORTHWEST MASONRY APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
BRICKLAYER		861.381-018	4900 HOURS
CLEANER, POINTER & CAULKER		869.664-014	4900 HOURS
TERRAZZO WORKER		861.381-046	4900 HOURS
TILE, TERRAZZO & MARBLE FINISHER		861.664-018	3500 HOURS
TILESETTER		861.381-054	4900 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

SEPTEMBER 21, 1945

Initial Approval

By: LAWRENCE CROW
Chairman of Council

APRIL 19, 2002

Addendum Amended

By: PATRICK WOODS
Secretary of Council

JULY 18, 2003

Committee Amended

INLAND NORTHWEST MASONRY APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE GROUP
JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

The following Standards for the development of masonry apprentices have been prepared by the Apprenticeship Committee composed of representatives of Bricklayers, Stone Masons, Marble Masons, Tile Layers and Terrazzo Workers Local Union No. 3 of Spokane, Washington (hereinafter called the Union) and representatives of Masonry Contractors signatory to Local Union No. 3.

1. GEOGRAPHICAL AREA COVERED:

The area covered by these Standards shall be the following counties in Eastern Washington or parts thereof: Asotin, Columbia, Garfield, Whitman, Adams, Lincoln, Spokane, Pend Oreille, Stevens, Ferry, Okanogan, Kittitas, Klickitat, Douglas, Chelan, Franklin, Benton, Walla Walla, Grant and Yakima. The State of Idaho includes all of Lewis, Latah, Nez Perce, Idaho, Clearwater, Bonner, Benewah, Boundary, Shoshone and Kootenai. Applicants and apprentices please note that while the State of Washington has no responsibility in the State of Idaho, the Inland Northwest Masonry Apprenticeship Committee will apply the same standards and guidelines to apprentices registered in this program while working in the listed Idaho counties.

2. MINIMUM QUALIFICATIONS:

Age:	18 - open
Education:	Applicants shall have completed two years of high school or the equivalent.
Physical:	Applicants must be physically fit to perform the work of the trade.
Testing:	None.
Other:	Applicant must provide documents to support meeting minimum qualifications as stated in Section 3.A. (Selection Procedures).

3. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

A. Selection Procedures:

The responsibility of selecting applicants for apprenticeship, and the administration of the apprenticeship program, rests with the Apprenticeship Committee by authorization of the Spokane Masonry Contractor's Association and the Bricklayers' Local Union #3.

1. The Apprenticeship Committee shall pre-determine number of apprentices to be selected and registered during the year. On the basis of the pre-determined number of apprentices to be selected and registered, the most qualified applicants shall be placed in a pool of eligibles.

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All applicants for training shall make application on forms provided by the Apprenticeship Committee. Applications will be accepted by the Secretary or Chairman of the Committee during the hours of 8:00 a.m. - 5:00 p.m. Monday through Friday throughout the year at the Bricklayers Local Union Office, E. 102 Boone Ave., Spokane, Washington.

2. Information on apprenticeship openings shall be posted at the employer's and union's place of business and disseminated to the Washington State Apprenticeship and Training Council, the Bureau of Apprenticeship and Training representatives' office, local state Employment Security offices, minority contacts, and local schools. This notice shall contain information on primary requisites for apprentices and the time and place applications are to be received.
3. Prior to filing an application, proof of qualifications as listed in the Addendum, Section 2, Minimum Qualifications, must be furnished by the applicant. The proof of qualifications are:
 - a. Copy of Birth Certificate; or other verifiable documentation.
 - b. Transcripts of two years of high school courses and grades or the equivalent.
 - c. Satisfactory evidence of physical fitness.
 - d. Completed Application for Masonry apprenticeship.
 - e. Verifiable documentation of previous experience may be included.

Applicants that provide proof of all Minimum Qualifications and complete the entire application procedure shall be placed in the qualified applicants eligibility pool and shall be offered the opportunity to become a registered apprentice.

4. Exemptions to the selection procedure allowing direct entry into program shall be made for: pre-apprentice graduates of building trades training, hod carriers or masonry tenders with one year experience, or graduates of the Bricklayers, Masons and Allied Crafts International Union of America Job Corps Program.
5. An individual who signs an authorization card during an organizing effort wherein 50 percent or more of the employees have signed, whether or not the employer becomes signatory, an individual not qualifying as a journey-level worker shall be evaluated by the sponsor and registered at the appropriate period of apprenticeship based on previous work experience and related training.
6. An employee of a non-signatory employer not qualifying as a journey-level worker when an employer becomes signatory shall be evaluated by the JATC using constant standard non-discriminatory means and

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registered at the appropriate period of apprenticeship based on previous work experience and related training.

B. Affirmative Action Plan:

1. Participation in annual workshops, if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.
2. To encourage establishment and use of pre-apprenticeship preparatory trade training and to provide that those who engage in such programs are given full and equal opportunity for admission into the apprenticeship program.
3. Grant credit for previous trade experience or trade-related courses for all applicants equally.
4. Engage in any other such action as stated above to insure the recruitment, selection, employment, and training of apprentices during apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex.
5. Direct referral into apprenticeship openings of Job Corps graduates successfully completing a specific trade pre-apprenticeship Job Corps Program, without regard to present eligibility lists.

4. TERM OF APPRENTICESHIP:

The Bricklayer's and Cleaner, Pointer & Caulker's term of apprenticeship shall be 4900 hours; Tilesetter and Terrazzo Workers term of apprenticeship shall be 4900 hours; and Tile, Terrazzo & Marble Finisher's term of apprenticeship shall be 3500 hours. Fourteen hundred (1400) hours of work per year will be the minimum amount considered as reasonably continuous employment.

5. PROBATIONARY PERIOD:

All apprentices employed in accordance with these Standards shall be subject to a probationary period not exceeding the first 700 hours of employment.

6. RATIO OF APPRENTICES:

A contractor who employs one (1) journey-level worker shall be entitled to one (1) apprentice on the job site. One (1) additional apprentice may be employed for every three (3) journey-level workers employed thereafter, subject to Apprenticeship Committee approval, on the job site.

7. WAGE PROGRESSION:

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Apprentices shall be paid on the following percentage basis in accordance with WAC 296-04-270(2)(c):

Apprentice Bricklayers and Cleaner, Pointer, & Caulkers shall be paid not less than the following hourly wage rate:

1st 700 hours 40% of the journey-level worker rate
2nd 1400 hours 55% of the journey-level worker rate
3rd 700 hours 60% of the journey-level worker rate
4th 700 hours 70% of the journey-level worker rate
5th 700 hours 80% of the journey-level worker rate
6th 700 hours 90% of the journey-level worker rate.

Apprentice Tilesetter, Terrazzo Workers shall be paid not less than the following hourly wage rates:

1st 700 hours 50% of the journey-level worker rate
2nd 1400 hours 60% of the journey-level worker rate
3rd 700 hours 70% of the journey-level worker rate
4th 700 hours 80% of the journey-level worker rate
5th 700 hours 90% of the journey-level worker rate
6th 700 hours 95% of the journey-level worker rate.

Tile, Terrazzo & Marble Finisher apprentices shall be paid not less than the following percentages of journey-level worker rate:

1st 700 hours 60% of the journey-level worker rate
2nd 1400 hours 70% of the journey-level worker rate
3rd 700 hours 80% of the journey-level worker rate
4th 700 hours 90% of the journey-level worker rate.

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8. WORK PROCESSES:

During the apprenticeship, the bricklayer apprentice shall receive such instruction and experience in all branches of the bricklayer industry, including the preparation of material for installation, as are necessary to develop a practical and skilled mason, versed in the theory and practice of the trade. He/she shall also perform such other duties in the shop and on-the-job within the scope of work of bricklayer classification. The Standard agreement form is to be used and shall include the following work practices necessary for a bona fide apprenticeship:

A. Bricklayers: DOT #861.381-018 Hours

Practical Instruction in:

1.	Proper use of tools and equipment.....	500
2.	Structures of mortars and bonding materials	125
3.	Spreading and troweling of mortar beds	275
4.	Knowledge of all burnt clay products	125
5.	Knowledge of all masonry substitutes	250
6.	Knowledge of proper mason tending.....	300
7.	Coverage of the entire field of brick bonds	275
8.	Coverage of the entire field of masonry walls and appurtenances thereto	1200
9.	Pointing, cleaning, and waterproofing of masonry	250
10.	Knowledge of heat resisting masonry	400
11.	Setting of pre-cast masonry materials, setting and anchoring	350
12.	Knowledge of stone, cutting, pointing and setting	500
13.	Staging, scaffolding, site preparation, clean-up and safety laws	350

TOTAL HOURS: 4900

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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B.	<u>Tiles setters:</u>	<u>DOT #861-381-054</u>	<u>Hours</u>
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Apprentices may be transferred by the Apprenticeship Committee from one contractor to another and from operation to operation in the shop of the tile contractor to enable the apprentice to acquire all the skills of the trade.

Apprentices shall receive instruction and experience on the following processes:

1. Preliminary experience:
Preparation of mortars150
 - a. Scratch coat
 - b. Float coat
 - c. Concrete
 - d. Floor mortar
 - e. Slacking lime mortar

The proper aggregates in each instance should be known.

- | | |
|--|----------|
| Material, tools and equipment | 150 |
| a. Familiarity with the tools used in the trade. | |
| b. Proper care of company equipment and mechanic's tools | |
| c. Recognition of the various tiles | |
| d. Distribution of proper amount of materials | |
| e. Proper anchoring of block and tackle for hoisting | |
| f. Grouting and cleaning of tiles | |
|
2. Floor work..... |
1100 |
| a. Preparation of sub-floor | |
| b. Fastening down of reinforcing for wood and concrete sub floors | |
| c. Laying concrete | |
| d. Installation of floor. Layout important | |
| e. Beating down of floor tile to pre-determined level.
(Use beating blocks) | |
| f. Removal of glued-on paper (where ceramics are used) | |
| g. Straightening of joints where it is found to be necessary | |
| h. Application of rubbing sand by the use of beating blocks | |
| i. Washing off of surplus rubbing sand. May need more straightening | |

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- j. Grouting of floor with plain medusa cement.
Removal of cement from floor and also from wall joints, bathtub, etc.
- 3. Metal lath and scratch coat300
 - a. Remove plaster grounds at pre-determined height
 - b. Remove or bend back all excess nails, which may protrude in wall studs.
 - c. Identify location of all water pipes by marking with pencil on plaster directly above pipes, their approximate size.
 - d. Cut metal lath to proper size and nail securely to stud
 - e. Bend corners and overlap sheets
 - f. Note electric outlets and provide for same
 - g. Mix scratch coat. Proper aggregates and consistency
 - h. Application of scratch coat with proper tools
- 4. Installation of tile wainscoting.....1100
 - a. Setting of float beds
 - b. Application of wet pure cement to back of each
 - c. Proper application of wet pure cement to back of each individual tile before setting it on float bed
 - d. Proper spacing of tile to insure pre-determined layout
 - e. Smoothing wall to eliminate rough edges
 - f. Washing of surplus cement from face of tile caused from handling.
 - g. Grouting of the job installation
 - h. Cleaning of job (acid or detergents)
- 5. Shower Stall Installation450
Preparation to receive metal lathe, scratch coat setting bed and tile
Note: Lead pan on floor should have adequate flange and have been thoroughly covered with asphalt to prevent corrosion. Also note position of drain in shower floor and adjust same before installing floor.
Note: Layout is very essential in shower installation and shower opening.
- 6. Kitchen, installations - residential300
Wall installations prepared and applied as in bathroom
- 7. Ceiling installation (kitchen)150
 - a. Prepare and rough in with great care
 - b. Floating bed will change in aggregates and consistency

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- c. Layout so that joints in ceiling meet joints on walls
- d. Installing sink drainboards or decks
- e. Layout and installations of tile in residential and commercial kitchens (where possible) should be part of on-the-job training

Note: Operations are similar to those in bathrooms

- 8. Promenade roofs300
 - a. Absolutely sure of thorough waterproofing
 - b. Proper drainage
 - c. Layout
- 9. Fireplaces150
 - a. Proper layout so as to insure correct size of opening
 - b. Knowing how to install damper in proper position
 - c. Trade mathematics of fireplace installations can best be secured through related instruction
- 10. Curbs, stair work, swimming pools and decorative layout.....450
This type of tile work demands skillful layout and certain mathematics. Proper layout insures correct installation of the job. Related instruction is best suited for a foundation in this type of work.
- 11. Installation of tile fixtures.....150
 - a. The proper size of opening tile wall
 - b. The size of fixture is pre-determined. Usually set in cement.
- 12. Adhesive150
Proper methods of installing for tile setting
Note: It is recommended that a course be given to the apprentice in the use of water level, transit, plumb bob, steel square, etc.

TOTAL HOURS: 4900

ALL THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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C.	<u>Terrazzo Worker:</u>	<u>D.O.T. #861.381-046</u>	<u>Hours</u>
1.	Shoot water levels		150
2.	Lay screeds, rod off concrete		500
3.	Lay out pattern designs from sketches or plans		500
4.	Set grade strips (brass, metal, wood) set ground for terrazzo base and curbs		600
5.	Put up terrazzo base, wainscot, and scratch coat		500
6.	Lay top cement, rod off, mix and sprinkle terrazzo		500
7.	Roll and trowel fill to grade		300
8.	Build terrazzo steps and curbs		300
9.	Machine grinding and polishing, acid washing		500
10.	Make pre-cast terrazzo base steps, floor, wainscot, window stools, and partitions		450
11.	Mix base concrete and top cement fill		300
12.	Care, use, and maintenance of all tools of the trade		300
TOTAL HOURS:			4900

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D.	<u>Cleaner, Pointer, and Caulker:</u>	<u>DOT #869.664-014</u>	<u>Hours</u>
1.	Knowledge of masonry products		450
2.	Proper use of tools and equipment.....		750
3.	Pointing, cleaning and waterproofing		850
4.	Rigging principals and safety		450
5.	Mortar mixing and miscellaneous.....		450
6.	Sandblasting.....		450
7.	Steam cleaning.....		450
8.	Knowledge of epoxies and resins		600
9.	Knowledge of catalysts and similar agents.....		450
TOTAL HOURS:			4900

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E. Tile, Terrazzo and Marble Finisher: DOT #861-664-018 Hours

During his/her apprenticeship, the Finisher apprentice shall receive such instruction and experience in all branches of the trade as are necessary to assist the journey-level tilesetter, terrazzo worker, and marble setter in the performance of their duties in the shop on the job within the scope of work of Tile, Terrazzo and Marble Finisher classification.

Practical instruction in:

1.	Proper knowledge of tools and equipment	600
2.	Proper knowledge of materials	600
	Includes Terrazzo, Mosaic, Dex-O-Tex, Adhesives 200 hours	
	Tile recognition of various types 400 hours	
3.	Sub surface preparation	400
4.	Terrazzo grinding.....	200
5.	Marble polishing.....	200
6.	Floating floors and walls.....	400
7.	Mixing mud: hand and mortar mixer	200
8.	Sawing: Tile and Marble.....	300
9.	Forming pre-cast terrazzo	150
10.	Grouting and sealing	300
11.	Safety and first-aid.....	150

TOTAL HOURS: 3500

ALL THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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9. **RELATED/SUPPLEMENTAL INSTRUCTION:**

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - () Supervised field trips
 - () Approved training seminars
 - () A combination of home study and approved correspondence courses
 - () Technical College
 - (X) Community college
 - () Training trust
 - () Other (specify)
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes. (See section 10, Administrative/Disciplinary Procedures.)

10. **ADMINISTRATIVE/DISCIPLINARY PROCEDURES:**

- A. Disciplinary Procedures: Failure on the part of the apprentice to show regular attendance at classes throughout their apprenticeship will be deemed sufficient cause for the Apprenticeship Committee to drop the apprentice from the entire training system.
- B. Registered individuals shall actively seek employment from the Sponsors list of signatory contractors during their term of apprenticeship.
- C. All apprentices shall submit to the Training Coordinator, their on the job work hours and related supplemental instruction hours by the 5th of each new month based on hours performed the previous month. This record shall be used to evaluate the apprentice's progress in all phases of the trade to ensure the apprentice is receiving well-rounded training necessary to become a qualified Journey-level worker. If completed job work hour reports are not submitted as required, the apprentice may be notified to appear before the JATC for disciplinary action, including up to cancellation.

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11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Inland Northwest Masonry Apprenticeship Committee shall be composed of four members representing the contractors and four members representing the Union selected by the groups they represent. A quorum of this committee must be present to conduct the regular business of the Apprenticeship Committee. A quorum shall consist of two (2) current employer representatives and two (2) current employee representatives.

The Employer Representatives Shall Be:

Matt Spilker, Secretary
3917 E. Columbia
Spokane, WA 99207

Zack Anderson
PO Box 11976
Spokane, WA 99211

Dave Butler
3714 W. Elmhurst
Spokane, WA 99208

Rick Dempsey
1104 N Park Road Bldg #1
Spokane, WA 99212

The Employee Representatives Shall Be:

Tim Thompson, Chairman
14921 E. 11th
Veradale, WA 99037

Steve Thompson
12423 S. Monument Lane
Spokane, WA 99224

Dave Paske
10704 E. 20th Avenue
Spokane, WA 99206

Dean Burt
1301 Borgan Road
Genesee, ID 83832

12. SUBCOMMITTEE: (None)

13. TRAINING DIRECTOR/COORDINATOR:

Cheryl Osterlund, Coordinator
102 E Boone
Spokane, WA 99202